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ABSTRACT

An annotated list is presented of 57 resources designed to provide information on Title IX of the 1972 Education Amendments and to give assistance in the implementation of its regulatory requirements. These include Office for Civil Rights documents and general resources as well as guidelines, policy statements, and directives developed and disseminated by various state departments of education and general assistance centers. (JMF)

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TITLE IX: SELECTED RESOURCES

U.S. Department of Health, Education, and Welfare

Office of Education

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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TITLE IX: SELECTED RESOURCES

Resource Center on Sex Roles in Education
National Foundation for the Improvement of Education
Washington, D.C.

U.S. Department of Health, Education, and Welfare

David Mathews, Secretary
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Office of Education
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TITLE IX: SELECTED RESOURCES

This is an annotated list of resources designed to provide information on Title IX of the 1972 Education Amendments and assistance in the implementation of its regulatory requirements.

The implementing Regulation and a related Office for Civil Rights memorandum on athletics are listed first. They are followed by a general listing of resources selected for their national availability. An appendix identifying resources developed and/or disseminated by State education agencies and general assistance centers follows this general listing. These resources are listed by state in order to facilitate the identification of materials available in a particular State or region.

New Title IX resources are continually being developed; it is possible that extremely recent documents are not included in this list. The resources listed here have been identified through processes of journal review and solicitation of national organizations, State agencies and general assistance centers.

Office for Civil Rights Documents

U.S. Department of Health, Education, and Welfare, Office for Civil Rights. *Final Title IX Regulation Implementing Education Amendments of 1972 Prohibiting Sex Discrimination in Education.* Washington, D.C.: U.S. Department of Health, Education, and Welfare, Office for Civil Rights (Washington, D.C. 20201), June 1975. 40 pp.

> This booklet contains not only the full text of the final Title IX Regulation, but also introductory and explanatory materials issued by the Department of HEW, together with a section describing the changes made in the original proposed Title IX Regulation based upon the public comments received by October 1974.

U.S. Department of Health, Education, and Welfare, Office for Civil Rights. *Memorandum to Chief State School Officers, Superintendents of Local Educational Agencies and College and University Presidents* [re] *Elimination of Sex Discrimination in Athletic Programs.* Washington, D.C.: U.S. Department of Health, Education, and Welfare, Office for Civil Rights (Washington, D.C. 20201), September 1974. 11 pp.

> This memorandum provides guidance on the major responsibilities of both elementary-secondary and higher education institutions with regard to compliance with Title IX requirements regarding athletic activities and athletic scholarship programs.

General Resources

Buek, Alexandra Polyzoides and Orleans, Jeffrey H. *Sex Discrimination–A Bar to Democratic Education: Overview of Title IX of the Education Amendments of 1972. Connecticut Law Review* 6 (Fall 1973): 1-27.

> The article provides a section-by-section analysis of Title IX and suggests a legal framework in which to evaluate possible discrimination in separate or different treatment of the sexes in the activities to which Title IX applies. It is relevant to both elementary-secondary and higher education institutions.

Dunkle, Margaret C. and Sandler, Bernice. *Sex Discrimination Against Students: Implications of Title IX of the Education Amendments of 1972. Inequality in Education* (October 1974): 12-35. (*Inequality in Education* is published by the Center for Law and Education, Harvard University, Larsen Hall, 14 Appian Way, Cambridge, Massachusetts 02138.)

> The article is a comprehensive analysis of the provisions of the Title IX Regulation prohibiting discrimination on the basis of sex against students at all educational levels. It examines some of the specific practices and policies which may be discriminatory and suggests modifications which may be required for compliance with Title IX.

Fins, Alice. *Sex and the School Principal: A Long Look at Title IX. NASSP* [National Association of Secondary School Principals] *Bulletin,* September 1974, 53-62.

> The article outlines the implications of Title IX for local education agencies and the importance of the then-proposed HEW Regulation for administrators.

Furniss, W. Todd. *Grievance Procedures: A Working Paper.* Washington, D.C.: Commission on Academic Affairs, American Council on Education, One Dupont Circle, December 1975. 33 pp.

> This working paper provides an overview of the use of grievance procedures in higher education. It examines grievance procedures within the context of the Title IX requirement and outlines the factors to be considered in developing a grievance procedure. Single copies may be obtained free; there is a charge for multiple copies.

Gappa, Judith M.; Jauquet, Ann M.; and Ragan, Barbara M. *Self-Evaluation Package.* Logan, Utah: Affirmative Action/Equal Opportunity Programs, Utah State University, January 1976. 284 pp.

> This self-evaluation package is designed for institutions of higher education. Areas of the Title IX Regulation pertinent to higher education are presented in sixteen separate units, each designed to become a cumulative record of current procedures and practices, their evaluation, and the projected corrective actions which may need to be taken.

Herzmark, Paula. *A Monumental Task: Now the Fight Against Sexism Shifts to the States. Compact,* October 1975, 15-18.

> The author outlines the responsibilities of State legislators, State boards of education, chief state school officers, governors and local school boards for ensuring the implementation of Title IX and equal opportunity for all persons of both sexes. A short summary of the Title IX Regulation is included.

McCune, Shirley and Matthews, Martha. *Complying With Title IX: The First Twelve Months.* Washington, D.C.: Resource Center on Sex Roles in Education, National Foundation for the Improvement of Education, 1201 16th Street, N.W., 1976. 34 pp.

> The focus of this booklet is on the five major compliance procedures which must be completed by July 21, 1976, as required by the Regulation to implement Title IX. Each procedural requirement is reviewed and suggestions and aids to facilitate implementation are provided for each.

Matthews, Martha and McCune, Shirley. *Complying With Title IX: Implementing Institutional Self-Evaluation.* Washington, D.C.: Resource Center on Sex Roles in Education, National Foundation for the Improvement of Education, 1201 16th Street, N.W., 1976. 140 pp.

This manual is designed to assist local education agencies in implementing the institutional self-evaluation required by the Title IX Regulation. It contains discussions of basic issues addressed by Title IX, it identifies specific documents and questions to be used in determining compliance, and it provides sample checklists useful in designing and implementing self-evaluation.

National Association of College and University Business Officers. *NACUBO Special Report 75-9. Sex Discrimination: OCR Issues Memorandum on Title IX Athletics Provisions.* Washington, D.C.: National Association of College and University Business Officers, One Dupont Circle, Suite 510, October 3, 1975. 10 pp.

This report summarizes the Office for Civil Rights memorandum regarding the athletic provisions of Title IX as they apply to higher education institutions. It clarifies issues regarding coverage, evaluation criteria and specific prohibitions. A copy of the memorandum is included in the report.

Pierson, William. *Equal Rights for Women in Education—An Overview of Federal Court Decisions Affecting Equal Rights for Women in Education.* Denver, Colorado; Equal Rights for Women in Education Project, Education Commission of the States, 300 Lincoln Tower, 1860 Lincoln Street, June 1975. 184 pp.

This report was published one month prior to the issuance of the Title IX implementing Regulation and consequently its coverage of Title IX itself is very brief. However, it contains valuable information on the evolution of legal theories covering sex discrimination in education, and cites court decisions and statutory provisions which have set precedents for coverage and interpretation under Title IX of the Education Amendments.

Project on the Status and Education of Women, *Employment Self-Evaluation Checklist.* Washington, D.C.: Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., November 1975. 2 pp.

This checklist provides specific suggestions for the evaluation of employment policies and practices in higher education which may be discriminatory and in violation of Title IX.

Project on the Status and Education of Women. *Partial List of Actions Institutions Must Take Under Title IX.* Washington, D.C.: Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., November 1975. 4 pp.

This list identifies specific actions which must be taken to achieve institutional compliance with Title IX. It includes such steps as notification of policy, designation of Title IX specialist, adoption of grievance procedures and institutional self-evaluation.

Project on the Status and Education of Women. *Single Sex Organizations and Programs Under Title IX.* Washington, D.C.: Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., November 1975. 2 pp.

This publication clarifies which single sex groups and programs are covered under the Title IX Regulation and which are exempt.

Project on the Status and Education of Women. *What Constitutes 'An Education Program or Activity' under Title IX?—Are Programs That Do Not Directly Receive Federal Funds, Such As Athletics, Covered?* Washington, D.C.: Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., March 1975. 2 pp.

The paper discusses issues to be considered in determining the extent of Title IX coverage of programs and activities. It points out that there are legal and Constitutional precedents to support the interpretation that Title IX covers both programs receiving funds directly and those receiving them indirectly.

Project on the Status and Education of Women. *What Constitutes Equality for Women in Sports? –Federal Law Puts Women in the Running.* Washington, D.C.: Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., September 1975. 22 pp.

This monograph provides a comprehensive analysis of concerns related to equality for women in sports. Attitudes toward women in sports, legal mandates, physiological differences between the sexes, and details of the implementation of Title IX are reviewed and documented. An extensive bibliography on the subject is included.

Raffel, Norma. *Title IX–How It Affects Elementary and Secondary Education.* Denver, Colorado: Equal Rights for Women in Education Project, Education Commission of the States, 300 Lincoln Tower, 1860 Lincoln Street, February 1976. 33 pp.

This booklet describes the Title IX Regulation and its implications for elementary and secondary education; it identifies specific actions required by the Regulation, and the dates by which schools must meet compliance requirements. It also suggests procedures which might aid school districts in the implementation of Title IX.

Rubin, Richard Alan. *Sex Discrimination in Interscholastic High School Athletics. Syracuse Law Review* 25 (Spring 1974): 535-574.

This article discusses various ways in which high schools can equalize athletic opportunities for women. The implications of Title IX and the Equal Rights Amendment for women's athletics are discussed.

Sandler, Bernice. *Sex Discrimination, Educational Institutions and the Law: A New Issue on Campus. Journal of Law and Education* 2 (October 1973): 613-635.

This article provides a general analysis of the provisions of Executive Order 11246, Title VII of the Civil Rights Act, the Equal Pay Act, and Title IX. *A Summary of Federal Policy Concerning Twenty-Five Affirmative Action Issues in Employment,* included in this article, is a useful guide for all persons responsible for implementing Federal antidiscrimination laws.

Sebastian, Beatrix. *Title IX. The School Administrator,* July-August 1975, pp. 9-12.

This article summarizes the provisions of Title IX in a question-answer format targeted specifically to administrators.

Sex Discrimination in Vocational Education: Title IX and Other Remedies. California Law Review 62 (July-September 1974): 1121-1168.

This article examines the current situation in vocational education in the United States and explores the changes which may be required to comply with Title IX of the Education Amendments of 1972. It then discusses other remedies which might be used to end sex discrimination in vocational education.

Sex-Restricted Scholarships and the Charitable Trust. Iowa Law Review 59 (April 1974): 1000-1029.

This article, of interest primarily at the higher education level, discusses the possible illegality, under Title IX and on Constitutional grounds, of sex-restricted scholarships awarded by charitable trusts.

Steinhilber, August W. *Here's What the Tough New Federal Rules Against Sex Bias Mean for Public Schools. The American School Board Journal,* August 1974, 20-21.

This brief overview of the implications of Title IX for secondary schools is directed to administrators.

Taylor, Emily and Shavlik, Donna. *Institutional Self-Evaluation: The Title IX Requirement.* Washington, D.C.: Office of Women in Higher Education, American Council on Education, One Dupont Circle, October 1974. 43 pp.

This document is designed to assist institutions of higher education to conduct an effective self-evaluation. It summarizes relevant sections of the Regulation in lay language and provides a commentary and suggested evaluation procedures for each section.

Thurston, Paul and Dowdy, Irene. *Implications of Title IX for Elementary and Secondary Education.* Occasional Paper Number Four. Urbana, Illinois: University of Illinois, Office for Professional Services in Education, College of Education, August 1975. 15 pp.

This brochure summarizes and clarifies the Title IX Regulation as it affects elementary and secondary education. Occasional footnotes identify materials which deal with the various areas of coverage in greater depth.

Todd, James C. *Title IX of the 1972 Education Amendments: Preventing Sex Discrimination in Public Schools. Texas Law Review* 53 (December 1974): 103-126.

This article reviews the provisions of Title IX and discusses areas of strength and weakness. It makes recommendations to broaden and strengthen Title IX prohibitions of discrimination on the basis of sex.

APPENDIX:

Guidelines, policy statements and directives on implementation of Title IX requirements developed and disseminated by State departments of education and general assistance centers.

ARIZONA

Title IX Advisory Committee in Conjunction with the Arizona Department of Education. *Suggestions for Local School District Compliance with Title IX Rules and Regulations.* Phoenix, Arizona: Arizona Department of Education, December 1976. 36 pp.

This publication contains suggested procedures for conducting institutional self-evaluation at the district level. It contains a variety of general process suggestions, as well as recommended self-evaluation procedures for athletics, employment, treatment of students, counseling, access to course offerings, and admission to schools.

COLORADO

Colorado Department of Education, A Special Committee. *Model Grievance Procedure.* Denver, Colorado: Colorado Department of Education, November 1975. 4 pp.

This document outlines a grievance procedure which is designed to provide students, teachers, employees and parents with a mechanism for the resolution of complaints of possible sex discrimination, as required by the Title IX Regulation.

Hinkle, Betty. *Title IX Records for DHEW/OCR Reviews.* Denver, Colorado: Colorado Department of Education, 1975. 8 pp.

This memo provides school administrators with an outline of records to be maintained to ensure compliance with Title IX.

Colorado Department of Education. *Title IX Regulations Relating to Public Elementary/Secondary Schools.* Denver, Colorado: Colorado Department of Education, September 1975. 7 pp.

This document provides a summary of the Title IX Regulation.

DELAWARE

Delaware State Department of Public Instruction, Special State-Wide Committee. *A Suggested Policy Guide for School Districts Prohibiting Sex Discrimination in Education.* Dover, Delaware: Delaware State Department of Public Instruction, November 1975. 40 pp.

This handbook outlines Title IX requirements, suggests procedures for policy development, outlines the responsibilities of districts for awareness training, provides a model grievance procedure, and suggests a form for school district Title IX self-evaluation.

FLORIDA

Florida School Desegregation Consulting Center. *Title IX, Physical Education, and Athletics.* Miami, Florida: School of Education, University of Miami, 1975. 6 pp.

This document is a summary of Title IX provisions with particular attention devoted to requirements for physical education and competitive sports programs.

Florida School Desegregation Consulting Center. *Title IX Self-Evaluation Checklist.* Miami, Florida: School of Education, University of Miami, 1975. 11 pp.

This checklist specifies particular data to be collected when conducting an institutional self-evaluation in programs and activities and in employment.

ILLINOIS

Illinois Office of Education–Equal Educational Opportunity. *Questions Most Commonly Asked About Title IX Regulations.* Springfield, Illinois: Illinois Office of Education, 1975. 3 pp.

This document offers answers to the questions most commonly asked regarding the implementation of Title IX.

Illinois Office of Education–Equal Educational Opportunity. *Self-Evaluation Guide.* Springfield, Illinois: Illinois Office of Education, 1975. 2 pp.

A checklist of twenty-nine questions to be addressed in the institutional self-evaluation is directed toward local education agencies.

Illinois Office of Education–Equal Educational Opportunity. *Self-Assessment Recommendations.* Springfield, Illinois: Illinois Office of Education, 1975. 3 pp.

A list of program and activity area items is provided to assist school districts in evaluating physical education and sports programs for Title IX compliance.

LOUISIANA

Louisiana State Department of Education. *Women's Equity in Education.* Baton Rouge, Louisiana: Louisiana State Department of Education, January 1976. 23 pp.

This document provides a set of materials to assist parishes in their implementation of Title IX. It focuses on suggestions and guidelines for the five major compliance procedures required by the Regulation.

MAINE

Maine School Superintendents Association, Affirmative Action Committee. *Affirmative Action Guidelines.* Augusta, Maine: Maine School Superintendents Association, Local Government Center, Community Drive, August 26, 1975. 4 pp.

This document was developed to give Maine school districts a model for the implementation of an affirmative action plan. The plan takes into account the requirements of the Title IX Regulation, as well as those of other pertinent civil rights legislation. The guidelines suggest deadlines for the completion of specified tasks.

Maine School Superintendents Association, Affirmative Action Committee. *Affirmative Action Plan: Phase II–Self-Evaluation-Employment.* Augusta, Maine: Maine School Superintendents Association, Local Government Center, Community Drive, September 25, 1975. 3 pp.

This document is designed to assist affirmative action committees in evaluating a school district's employment practices, and in writing an employment affirmative action plan. Title IX requirements are incorporated into this self-evaluation model.

Maine School Superintendents Association, Affirmative Action Committee. *Affirmative Action Plan: Phase III–Self-Evaluation-Educational Program.* Augusta, Maine: Maine School Superintendents Association, Local Government Center, Community Drive, October 22, 1975. 4 pp.

This document parallels the preceding one and sets guidelines for the local school districts' self-evaluation of educational programs and activities according to the requirements of Title IX.

MARYLAND

Maryland State Department of Education Title IX Task Force. *Guidelines to Implement Title IX of the Education Amendments of 1972 and to Implement State Board Resolution 1974-75.* Baltimore, Maryland: Maryland State Department of Education, Baltimore-Washington International Airport, P.O. Box 8717, November 1975. 38 pp.

Guidelines to assist in the implementation of Title IX and Maryland State Board resolutions and policies relating to the elimination of sex discrimination are provided. Areas covered include: guidance, counseling and career education; physical education and athletics; vocational education; and instructional materials.

MICHIGAN

Michigan Department of Education, State Board of Education Task Force to Study Sexism in the Schools. *Guidelines for Eliminating and Preventing Sex Discrimination.* Lansing, Michigan: Michigan State Department of Education, December 2, 1975. 27 pp.

This manual outlines Federal and Michigan legislation relating to the elimination of discrimination and the development of nonsexist education. Checklists relating to education agencies; governing boards; teaching and support staff; student programs, activities and curricula; postsecondary programs, activities and curricula; and the Department of Education are provided.

Vergon, Charles B. *Evaluating District Policies and Practices. Title IX Line,* January 1976, 15 pp. *Title IX Line* is the newsletter of the Program for Educational Opportunity, School of Education, University of Michigan, Ann Arbor, Michigan 48104.

This discussion paper outlines factors to be considered in the evaluation of district policies and practices. Examples of evaluation instruments are provided.

Vergon, Charles B. *Providing Notification of Non-Discrimination Policy and Protections Afforded by Title IX. Title IX Line,* November 1975. *Title IX Line* is the newsletter of the Program for Educational Opportunity, School of Education, University of Michigan, Ann Arbor, Michigan 48104.

This newsletter outlines the procedures to be followed in making notification of nondiscriminatory policy and protection afforded by Title IX as required by the Title IX Regulation. It contains a sample statement of such a policy.

Vergon, Charles B. *Title IX Self-Evaluation Guide for Elementary and Secondary School Districts.* Ann Arbor, Michigan: Program for Educational Opportunity, School of Education, University of Michigan, January 1976. 48 pp.

This manual consists of a collection of checklists for assessing compliance with Title IX and recording areas requiring modifications and remedial or affirmative steps.

MINNESOTA

State of Minnesota Department of Education. *Memorandum from the Commissioner–Student Athletics Reporting Form.* St. Paul, Minnesota: State of Minnesota Department of Education, December 1974. 6 pp.

The form is designed to collect building-level information reflecting the extent to which male and female students have equitable access to district-funded athletic activities.

State of Minnesota Department of Education. *Memorandum from the Commissioner–Elimination of Discrimination on the Basis of Sex in Required Home Economics and Industrial Education.* St. Paul, Minnesota: State of Minnesota Department of Education, March 1975. 4 pp.

The memorandum addresses superintendents and secondary school principals and lists requirements and recommendations regarding the elimination of sex bias in home economics and industrial education.

MONTANA

Burns, Chris. *Title IX–What It Means to You and Your School.* Billings, Montana: S.E.E. (Striving for Equality in Education) Institute, Rocky Mountain College, December 1975. 12 pp.

Provisions of the Title IX Regulation are explained in a simple, easy-to-understand fashion.

OHIO

Kaser, Joyce, ed. *KEDS General Assistance Center Newsletter,* January 1976, 6 pp. The KEDS General Assistance Center is located at the College of Education, Kent State University, Kent, Ohio 44242.

This issue of the newsletter is devoted to a summary of Title IX, a discussion of the questions relating to Title IX compliance and a report of Title IX implementation efforts.

Boesdorfer, Kent, et al. *A Guide for Title IX Self-Study.* Kent, Ohio: KEDS General Assistance Center, College of Education, Kent State University, December 1975. 75 pp.

This document presents a comprehensive series of steps and data collection tables for completing an institutional self-evaluation in local education agencies and developing action programs for eliminating sex discrimination.

Wiener, Rosa D. *Title IX: One More Step Toward Equal Educational Opportunity. Mini Journal,* September 1975, pp. 3-5. *Mini Journal* is a publication of the Office of Equal Educational Opportunity, Ohio Department of Education, Columbus, Ohio 43215.

The paper compares the coverage of Title IX with the coverage of Title VI of the Civil Rights Act of 1964. It highlights the unique requirements of institutional self-evaluation in the Title IX Regulation, and discusses the manner in which school personnel can assure themselves that the policies and practices they implement are not discriminatory on the basis of sex.

PENNSYLVANIA

Pennsylvania Department of Education, Bureau of Curriculum Services. *A Synopsis of Federal and State Requirements Prohibiting Sex Discrimination in Health, Physical Education and Athletics.* Harrisburg, Pennsylvania: Pennsylvania Department of Education, December 1975. 5 pp.

This memo compares the Pennsylvania's State Board of Education's health and physical education curriculum regulations with the health and physical education requirements of Title IX.

SOUTH CAROLINA

U.S. Department of Health, Education, and Welfare. Office for Civil Rights, Region IV, Atlanta, Georgia. *Guide to Understanding Title IX.* Reprinted, Columbia, South Carolina: Office of Technical Assistance, South Carolina Department of Education, n.d. 23 pp.

This manual is a regulation-specific guide to Title IX. It covers the issues addressed in the Regulation by grouping under various headings references scattered throughout the Regulation. This is followed by specific considerations and listings of appropriate examples.

TEXAS

Texas Education Agency. *Excerpts From Final Title IX Regulation Implementing Education Amendments of 1972.* Austin, Texas: Texas Education Agency, n.d. 14 pp.

This memo provides local education agencies with a general summary of the provisions of the Title IX Regulation.

Texas Education Agency. *Title IX Self-Evaluation Checklist.* Austin, Texas: Texas Education Agency, February 1976. 12 pp.

A twelve-page checklist contains questions which may be used to determine compliance with Title IX and State policy requirements. Items on athletics and physical education, counseling, educational materials and media, employment, extra-curricular activities, programs for pregnant students, student awards and scholarships, student discipline, and vocational programs were developed to assist local education agencies in their efforts to identify sex discrimination.

VERMONT

Vermont State Department of Education. *Title IX Regulations–an explanation of the recently adopted Title IX Regulations as they apply to elementary and secondary schools.* Montpelier, Vermont: Vermont Department of Education, July 30, 1975. 3 pp.

This memorandum summarizes the Title IX requirements as stated in the implementing Regulation.